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## **New Survey Reports Wages for the Grand Rapids-Muskegon-Holland, MI Metropolitan Statistical Area**

Workers in the Grand Rapids-Muskegon-Holland, MI, Metropolitan Statistical Area (MSA) averaged \$14.72 per hour during July 1998, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Peter J. Hebein reported that white-collar workers had the highest average wage at \$18.11 per hour and accounted for 44 percent of the workers studied. Blue-collar workers averaged \$12.99 per hour and represented 41 percent of the workers, while the remaining 15 percent worked in service occupations and earned \$9.06 per hour.

The new National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey covered 154 establishments chosen to represent 1,588 organizations employing 341,446 workers within the Grand Rapids-Muskegon-Holland, MI, MSA which consists of Allegan, Kent, Muskegon, and Ottawa Counties. The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program.

Average hourly wages were published for 72 detailed occupations. Among white-collar workers, financial managers averaged \$37.79 per hour, industrial engineers, \$26.90, registered nurses, \$20.11, and secretaries, \$11.76. In the blue-collar occupations, automobile mechanics averaged \$17.50 per hour while stock handlers and baggers averaged \$8.07. Finally, service workers included janitors and cleaners at \$11.29 per hour and cooks at \$8.12 per hour. (See table A-1).

Private industry workers in the Grand Rapids area earned \$13.93 per hour and accounted for 87 percent of the workers studied; State and local government workers made up the remainder and averaged \$21.50 per hour. (See table A-2). Wage data are also available by selected characteristics such as full-/part-time status, union/nonunion status, time/incentive status, and establishment size. Wages for full-time workers averaged \$15.48 per hour compared to \$9.31 per hour for part-timers. Union workers had an average hourly rate of \$16.67, while their

nonunion counterparts averaged \$14.13. Time workers, whose wages are based solely on an hourly rate or salary, earned \$14.59, and workers whose wages are at least partially based on productivity payments such as piece rates, earned \$16.88. Employees averaged \$11.43 per hour in establishments with 50-99 workers and \$15.77 in establishments with 500 workers or more. (See tables C-1 and C-3.)

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

### **Survey Availability Information**

Complete survey results are contained in National Compensation Survey, Grand Rapids-Muskegon-Holland, MI, 1998, (Bulletin 3095-22). Copies of survey tables are available on the World Wide Web in both text and PDF formats at <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880. Using a touch-tone telephone, choose menu option "1" to order up to four documents at a time which will be faxed to you within minutes, 24-hours a day.

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Printed copies of the July 1998 National Compensation Survey for the Grand Rapids-Muskegon-Holland, MI, Metropolitan Statistical Area, Bulletin 3095-22 are available for \$6.00 (postpaid) from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 8:00 AM and 3:00 PM Central Time at (312) 353-1880.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Grand Rapids-Muskegon-Holland, MI, July 1998**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$14.72	\$7.10	\$9.08	\$12.74	\$18.02	\$23.96
All occupations excluding sales .....	14.75	7.14	9.12	12.88	18.18	23.90
<b>White-collar occupations</b> .....	18.11	8.50	10.48	15.16	22.69	31.13
White-collar occupations excluding sales .....	18.66	8.75	10.80	16.40	23.37	31.79
Professional specialty and technical occupations .....	22.48	12.33	15.82	21.00	26.44	36.70
Professional specialty occupations .....	24.70	13.72	18.63	23.01	29.09	40.39
Engineers, architects, and surveyors .....	25.73	19.23	21.97	25.62	29.30	32.73
Industrial engineers .....	26.90	21.97	23.56	26.66	29.54	32.86
Engineers, N.E.C. ....	25.25	19.04	19.17	23.89	28.46	34.59
Mathematical and computer scientists .....	21.90	16.66	18.99	20.19	26.37	26.46
Computer systems analysts and scientists .....	21.42	15.94	18.99	20.19	26.37	26.44
Natural scientists .....	—	—	—	—	—	—
Health related occupations .....	21.07	16.31	18.63	20.81	22.38	26.12
Registered nurses .....	20.11	16.15	18.21	20.81	22.16	22.50
Teachers, college and university .....	35.71	26.49	29.92	36.70	40.24	45.31
Teachers, except college and university .....	28.93	10.00	15.71	28.67	40.63	44.77
Prekindergarten and kindergarten .....	14.47	8.45	8.75	10.00	13.83	31.16
Elementary school teachers .....	31.86	14.09	22.70	33.33	41.66	44.73
Secondary school teachers .....	32.80	16.87	23.75	30.41	40.94	50.38
Teachers, special education .....	37.34	26.94	30.33	36.83	44.41	49.34
Teachers, N.E.C. ....	23.50	11.22	15.08	21.46	29.57	42.34
Substitute teachers .....	9.95	9.09	10.00	10.00	10.00	10.27
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	17.26	11.47	13.79	17.20	20.96	21.35
Social workers .....	18.13	12.71	14.72	18.12	20.96	22.22
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.66	8.00	10.13	19.81	25.44	25.44
Technical occupations .....	17.13	11.12	13.18	16.50	21.00	22.02
Licensed practical nurses .....	13.16	11.39	12.59	13.18	13.52	14.13
Health technologists and technicians, N.E.C. ....	12.74	10.37	11.03	12.76	14.46	14.69
Electrical and electronic technicians .....	18.46	11.94	12.76	21.41	22.02	22.02
Technical and related occupations, N.E.C. ....	20.27	13.75	18.75	21.00	21.00	27.71
Executive, administrative, and managerial occupations ...	26.32	16.40	18.52	24.04	30.85	38.46
Executives, administrators, and managers .....	30.45	17.48	21.63	27.43	35.17	46.15
Financial managers .....	37.79	22.69	26.77	32.45	46.15	52.88
Managers, marketing, advertising and public relations .....	26.67	17.48	18.55	21.63	38.46	38.46
Administrators, education and related fields .....	36.97	19.97	34.70	40.93	41.93	44.43
Managers and administrators, N.E.C. ....	29.41	17.07	21.54	25.97	30.85	35.85
Management related occupations .....	20.90	14.01	17.31	19.87	24.31	27.33
Accountants and auditors .....	18.57	14.57	17.31	17.31	19.87	24.04
Personnel, training, and labor relations specialists .....	18.60	9.49	11.28	16.65	22.97	24.04
Purchasing agents and buyers, N.E.C. ....	21.62	19.24	19.81	21.75	24.38	24.42
Management related occupations, N.E.C. ....	25.23	19.32	22.52	24.31	26.90	33.42
Sales occupations .....	14.34	6.87	8.55	12.70	16.44	26.65
Supervisors, sales occupations .....	25.82	11.50	13.78	22.73	32.67	40.05
Cashiers .....	9.00	6.50	7.00	7.92	11.15	13.00
Administrative support occupations, including clerical .....	11.28	8.00	9.00	10.50	13.57	15.70
Secretaries .....	11.76	9.00	10.28	11.70	13.20	15.03
Receptionists .....	8.71	7.52	8.00	8.83	9.00	10.00
Bookkeepers, accounting and auditing clerks .....	10.90	8.50	9.00	10.00	12.44	14.42
Billing clerks .....	10.42	8.93	9.62	10.17	11.18	13.91
Production coordinators .....	13.46	10.35	10.35	11.79	16.45	18.23
Stock and inventory clerks .....	10.03	7.50	8.70	9.88	10.65	12.59
General office clerks .....	9.94	7.75	8.50	9.05	11.49	12.94
Teachers' aides .....	10.91	8.30	9.98	11.00	11.76	13.10
Administrative support occupations, N.E.C. ....	12.56	8.00	9.15	12.69	15.59	16.88
<b>Blue-collar occupations</b> .....	12.99	7.41	9.26	12.34	15.99	20.09
Precision production, craft, and repair occupations .....	17.05	10.79	13.59	16.72	20.00	23.39
Supervisors, mechanics and repairers .....	26.64	15.52	15.89	21.48	41.65	41.65
Automobile mechanics .....	17.50	11.60	13.26	15.48	20.76	28.27

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Grand Rapids-Muskegon-Holland, MI, July 1998 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Blue-collar occupations</b> (-Continued)						
Precision production, craft, and repair occupations (-Continued)						
Industrial machinery repairers .....	\$16.65	\$11.75	\$14.82	\$16.60	\$19.71	\$20.24
Electricians .....	19.89	14.19	17.99	20.54	22.56	23.57
Supervisors, production occupations .....	18.82	14.23	15.27	18.25	21.44	23.95
Tool and die makers .....	20.39	14.95	18.02	20.99	23.66	23.66
Machinists .....	13.95	10.16	11.88	14.11	16.00	17.30
Machine operators, assemblers, and inspectors .....	12.33	7.84	9.37	11.60	14.42	19.04
Punching and stamping press operators .....	12.42	8.90	9.83	12.60	13.85	14.56
Grinding, abrading, buffing, and polishing machine operators .....	11.30	7.35	8.14	9.22	13.22	18.56
Fabricating machine operators, N.E.C. ....	13.93	8.91	9.60	12.07	19.22	20.29
Molding and casting machine operators .....	10.24	6.63	7.51	10.20	12.12	14.39
Packaging and filling machine operators .....	14.20	11.74	13.29	14.42	14.67	17.11
Painting and paint spraying machine operators ...	11.44	8.70	10.33	11.55	13.64	13.85
Miscellaneous machine operators, N.E.C. ....	11.34	7.25	9.25	11.48	13.18	14.90
Welders and cutters .....	17.58	9.90	15.07	19.05	20.40	20.92
Assemblers .....	11.31	7.75	9.04	10.38	13.00	16.26
Production inspectors, checkers and examiners ..	12.38	6.87	8.42	11.15	16.93	20.09
Transportation and material moving occupations .....	12.19	8.50	10.07	11.87	13.69	15.98
Truck drivers .....	12.69	9.61	10.44	12.33	15.53	15.97
Bus drivers .....	12.00	9.33	10.74	12.90	13.25	13.25
Industrial truck and tractor equipment operators ..	11.65	7.50	9.15	10.89	13.34	16.08
Handlers, equipment cleaners, helpers, and laborers .....	9.87	5.50	6.50	8.73	13.00	16.59
Groundskeepers and gardeners except farm .....	9.16	6.11	6.50	7.28	11.74	15.21
Stock handlers and baggers .....	8.07	5.40	5.50	7.50	9.35	13.00
Machine feeders and offbearers .....	9.89	6.25	8.15	8.65	13.48	13.85
Freight, stock, and material handlers, N.E.C. ....	11.10	7.50	8.56	9.17	16.13	17.62
Hand packers and packagers .....	9.39	7.00	7.35	8.11	13.00	13.16
Laborers except construction, N.E.C. ....	8.75	6.00	6.50	8.50	10.29	13.36
<b>Service occupations</b> .....	9.06	3.00	6.00	8.01	11.42	15.86
Protective service occupations .....	16.70	8.15	14.23	17.13	20.40	21.84
Firefighting occupations .....	14.85	10.72	13.52	16.38	16.73	16.73
Police and detectives, public service .....	18.84	14.76	17.29	19.74	20.89	21.84
Protective service occupations, N.E.C. ....	8.66	6.00	7.50	8.15	11.00	12.33
Food service occupations .....	6.33	2.65	3.64	6.30	8.00	9.95
Waiters and waitresses .....	3.45	2.65	2.65	2.70	3.35	6.24
Cooks .....	8.12	6.00	7.00	8.00	9.00	10.00
Food counter, fountain, and related occupations	7.29	5.15	6.25	7.65	7.65	10.35
Kitchen workers, food preparation .....	6.81	4.90	5.50	6.39	7.90	9.20
Food preparation occupations, N.E.C. ....	6.89	5.31	5.95	6.65	7.10	8.98

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Grand Rapids-Muskegon-Holland, MI, July 1998 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Service occupations</b> (-Continued)						
Health service occupations .....	\$9.98	\$8.00	\$8.46	\$9.05	\$11.42	\$12.84
Health aides, except nursing .....	11.18	8.00	8.25	11.90	12.37	15.98
Nursing aides, orderlies and attendants .....	9.54	8.25	8.46	8.84	10.46	11.42
Cleaning and building service occupations .....	10.94	6.59	8.21	10.38	13.50	14.30
Janitors and cleaners .....	11.29	7.67	8.97	11.00	13.50	14.40
Personal service occupations .....	7.50	5.75	6.25	6.87	8.33	10.20
Early childhood teachers' assistants .....	7.44	6.00	6.64	6.87	7.83	10.10

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual

occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Grand Rapids-Muskegon-Holland, MI, July 1998**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>All occupations</b> .....	\$13.93	\$7.00	\$8.93	\$12.34	\$17.31	\$23.04	\$21.50	\$10.44	\$13.25	\$17.22	\$28.06	\$41.26
All occupations excluding sales .....	13.90	7.00	8.97	12.26	17.31	22.84	21.50	10.44	13.25	17.22	28.06	41.26
<b>White-collar occupations</b> .....	16.85	8.25	10.00	14.37	21.54	27.43	24.86	11.03	14.77	20.96	35.75	43.25
White-collar occupations excluding sales .....	17.30	8.50	10.30	15.10	22.01	27.43	24.86	11.03	14.77	20.96	35.75	43.25
Professional specialty and technical occupations .....	19.65	11.80	14.37	19.95	23.38	27.57	29.79	15.71	19.76	28.50	40.47	44.77
Professional specialty occupations .....	21.21	13.00	17.42	21.49	25.44	29.09	30.77	15.76	21.26	29.31	41.05	45.15
Engineers, architects, and surveyors .....	25.78	19.23	21.97	25.96	29.30	32.73	—	—	—	—	—	—
Industrial engineers .....	26.90	21.97	23.56	26.66	29.54	32.86	—	—	—	—	—	—
Mathematical and computer scientists .....	22.11	16.66	18.99	20.19	26.37	27.21	—	—	—	—	—	—
Natural scientists .....	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations .....	21.06	16.31	18.63	20.81	22.38	26.12	21.19	15.93	17.74	19.71	21.27	29.13
Registered nurses .....	20.24	16.15	18.45	20.81	22.22	22.77	19.26	16.00	17.74	19.32	21.27	21.55
Teachers, college and university .....	—	—	—	—	—	—	36.69	26.93	30.03	37.37	44.07	49.89
Teachers, except college and university .....	—	—	—	—	—	—	34.16	19.58	26.94	35.46	42.54	45.97
Elementary school teachers .....	—	—	—	—	—	—	36.53	25.11	28.95	38.27	42.69	45.59
Secondary school teachers .....	—	—	—	—	—	—	35.53	23.35	27.54	34.72	42.64	51.79
Teachers, special education .....	—	—	—	—	—	—	37.34	26.94	30.33	36.83	44.41	49.34
Teachers, N.E.C. ....	—	—	—	—	—	—	26.64	15.36	15.71	25.86	32.45	42.40
Substitute teachers .....	—	—	—	—	—	—	9.94	9.09	10.00	10.00	10.00	10.27
Librarians, archivists, and curators .....	—	—	—	—	—	—	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—	—	18.46	7.00	16.05	18.44	20.96	22.33
Social workers .....	—	—	—	—	—	—	20.13	15.57	17.07	19.31	21.26	22.33
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	18.57	8.00	10.06	20.46	25.44	25.44	—	—	—	—	—	—
Technical occupations .....	17.08	11.03	12.92	15.43	21.00	22.66	17.77	14.24	16.46	18.00	19.81	21.63
Licensed practical nurses .....	12.91	11.39	12.59	13.18	13.37	13.72	—	—	—	—	—	—
Health technologists and technicians, N.E.C. ....	12.71	10.37	11.03	12.75	14.46	14.69	—	—	—	—	—	—
Electrical and electronic technicians .....	18.46	11.94	12.76	21.41	22.02	22.02	—	—	—	—	—	—
Technical and related occupations, N.E.C. ....	20.43	13.65	18.75	21.00	21.00	27.92	—	—	—	—	—	—
Executive, administrative, and managerial occupations .....	25.57	15.38	18.16	23.44	29.48	36.16	32.21	17.54	21.16	34.36	40.93	42.79
Executives, administrators, and managers .....	29.41	17.48	21.54	26.49	32.45	46.15	36.29	22.36	30.85	36.12	41.36	44.43
Financial managers .....	38.55	22.69	32.45	32.45	46.15	52.88	—	—	—	—	—	—
Managers, marketing, advertising and public relations .....	26.67	17.48	18.55	21.63	38.46	38.46	—	—	—	—	—	—
Administrators, education and related fields .....	—	—	—	—	—	—	40.95	34.95	40.11	41.26	41.93	46.03
Managers and administrators, N.E.C. ....	28.83	17.07	21.15	25.97	30.23	33.65	—	—	—	—	—	—
Management related occupations .....	21.00	13.92	17.31	20.19	24.31	27.51	19.37	16.03	17.47	18.52	21.16	27.33
Accountants and auditors .....	18.49	14.57	17.31	17.31	19.87	24.04	—	—	—	—	—	—
Personnel, training, and labor relations specialists .....	18.60	9.49	11.28	16.65	22.97	24.04	—	—	—	—	—	—
Purchasing agents and buyers, N.E.C. ....	21.62	19.24	19.81	21.75	24.38	24.42	—	—	—	—	—	—
Management related occupations, N.E.C. ....	25.46	19.48	22.52	24.31	26.27	33.42	—	—	—	—	—	—
Sales occupations .....	14.34	6.87	8.55	12.70	16.44	26.65	—	—	—	—	—	—
Supervisors, sales occupations .....	25.82	11.50	13.78	22.73	32.67	40.05	—	—	—	—	—	—
Cashiers .....	9.00	6.50	7.00	7.92	11.15	13.00	—	—	—	—	—	—
Administrative support occupations, including clerical .....	11.00	8.00	8.78	10.17	12.88	15.60	13.03	9.89	11.06	12.94	14.96	17.03
Secretaries .....	11.53	9.00	10.05	11.50	12.84	14.73	12.45	9.97	10.86	12.36	13.57	15.57
Receptionists .....	8.71	7.52	8.00	8.83	9.00	10.00	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	10.49	8.50	9.00	10.00	11.50	14.42	14.79	12.37	12.41	14.82	15.99	18.03
Billing clerks .....	10.35	8.93	9.62	10.17	11.18	13.91	—	—	—	—	—	—
Production coordinators .....	13.46	10.35	10.35	11.79	16.45	18.23	—	—	—	—	—	—
Stock and inventory clerks .....	10.03	7.50	8.70	9.88	10.65	12.59	—	—	—	—	—	—
General office clerks .....	9.17	7.00	8.20	9.00	9.85	11.82	11.87	8.60	10.24	12.60	13.25	15.41

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Grand Rapids-Muskegon-Holland, MI, July 1998 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)												
Administrative support occupations, including clerical (-Continued)												
Teachers' aides .....	—	—	—	—	—	—	\$10.91	\$8.30	\$9.98	\$11.00	\$11.76	\$13.10
Administrative support occupations, N.E.C. ....	\$12.24	\$8.00	\$9.11	\$11.77	\$15.91	\$17.60	—	—	—	—	—	—
<b>Blue-collar occupations</b> .....	12.93	7.41	9.25	12.22	15.95	20.09	15.24	10.85	13.03	15.48	17.33	19.98
Precision production, craft, and repair occupations .....	17.07	10.48	13.46	16.72	20.24	23.57	16.65	14.71	15.48	16.72	17.78	19.30
Industrial machinery repairers .....	16.55	11.75	14.82	16.08	19.71	20.24	—	—	—	—	—	—
Electricians .....	19.99	14.19	19.33	20.54	22.56	23.57	—	—	—	—	—	—
Supervisors, production occupations ..	18.82	14.23	15.27	18.25	21.44	23.95	—	—	—	—	—	—
Tool and die makers .....	20.39	14.95	18.02	20.99	23.66	23.66	—	—	—	—	—	—
Machinists .....	13.95	10.16	11.88	14.11	16.00	17.30	—	—	—	—	—	—
Machine operators, assemblers, and inspectors .....	12.33	7.84	9.37	11.60	14.42	19.04	—	—	—	—	—	—
Punching and stamping press operators .....	12.42	8.90	9.83	12.60	13.85	14.56	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators .....	11.30	7.35	8.14	9.22	13.22	18.56	—	—	—	—	—	—
Fabricating machine operators, N.E.C. ....	13.93	8.91	9.60	12.07	19.22	20.29	—	—	—	—	—	—
Molding and casting machine operators .....	10.24	6.63	7.51	10.20	12.12	14.39	—	—	—	—	—	—
Packaging and filling machine operators .....	14.20	11.74	13.29	14.42	14.67	17.11	—	—	—	—	—	—
Painting and paint spraying machine operators .....	11.44	8.70	10.33	11.55	13.64	13.85	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C. ....	11.34	7.25	9.25	11.48	13.18	14.90	—	—	—	—	—	—
Welders and cutters .....	17.62	9.90	13.44	19.10	20.40	20.92	—	—	—	—	—	—
Assemblers .....	11.31	7.75	9.04	10.38	13.00	16.26	—	—	—	—	—	—
Production inspectors, checkers and examiners .....	12.38	6.87	8.42	11.15	16.93	20.09	—	—	—	—	—	—
Transportation and material moving occupations .....	12.11	8.50	10.00	11.82	13.73	15.98	13.37	9.61	12.03	13.23	13.43	16.43
Truck drivers .....	12.65	9.61	10.39	12.31	15.53	15.95	—	—	—	—	—	—
Bus drivers .....	—	—	—	—	—	—	12.56	11.04	12.03	13.01	13.25	13.25
Industrial truck and tractor equipment operators .....	11.65	7.50	9.15	10.89	13.34	16.08	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers .....	9.75	5.50	6.50	8.70	13.00	16.35	14.72	5.15	6.75	15.21	23.14	23.14
Stock handlers and baggers .....	8.07	5.40	5.50	7.50	9.35	13.00	—	—	—	—	—	—
Machine feeders and offbearers .....	9.89	6.25	8.15	8.65	13.48	13.85	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C. ....	11.10	7.50	8.56	9.17	16.13	17.62	—	—	—	—	—	—
Hand packers and packagers .....	9.39	7.00	7.35	8.11	13.00	13.16	—	—	—	—	—	—
Laborers except construction, N.E.C. ....	9.34	6.00	6.50	8.50	10.73	13.88	—	—	—	—	—	—
<b>Service occupations</b> .....	7.66	2.70	5.50	7.30	9.50	12.00	14.97	8.69	11.44	14.30	17.63	21.14
Protective service occupations .....	—	—	—	—	—	—	17.45	11.78	14.76	17.52	20.79	21.84
Firefighting occupations .....	—	—	—	—	—	—	14.85	10.72	13.52	16.38	16.73	16.73
Police and detectives, public service ..	—	—	—	—	—	—	18.84	14.76	17.29	19.74	20.89	21.84
Protective service occupations, N.E.C. ....	—	—	—	—	—	—	8.66	6.00	7.50	8.15	11.00	12.33
Food service occupations .....	6.18	2.65	3.35	6.25	7.79	9.88	10.57	7.59	9.32	10.37	11.42	14.48
Waiters and waitresses .....	3.45	2.65	2.65	2.70	3.35	6.24	—	—	—	—	—	—
Cooks .....	7.85	6.00	6.75	8.00	8.82	9.40	—	—	—	—	—	—
Kitchen workers, food preparation .....	6.81	4.90	5.50	6.39	7.90	9.20	—	—	—	—	—	—
Food preparation occupations, N.E.C. ....	6.57	5.31	5.79	6.50	7.10	8.00	10.47	9.09	9.59	10.34	11.27	11.62
Health service occupations .....	9.72	8.00	8.46	8.84	11.16	11.90	12.19	6.84	11.42	11.42	14.68	14.68
Health aides, except nursing .....	11.06	8.00	8.00	11.90	12.08	15.98	—	—	—	—	—	—
Nursing aides, orderlies and attendants .....	9.19	8.25	8.46	8.78	9.95	11.16	12.01	6.59	11.42	11.42	14.68	14.68

See footnotes at end of table.

**Table A-2. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, private industry and State and local government, Grand Rapids-Muskegon-Holland, MI, July 1998 — Continued**

Occupation <sup>3</sup>	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
<b>Service occupations (-Continued)</b>												
Cleaning and building service occupations .....	\$10.20	\$6.40	\$7.75	\$9.75	\$12.97	\$13.90	\$13.53	\$10.74	\$12.09	\$13.14	\$14.13	\$15.11
Janitors and cleaners .....	10.79	7.50	8.25	10.10	13.50	13.90	12.78	10.63	12.09	13.00	13.93	15.11
Personal service occupations .....	6.99	5.75	6.23	6.87	7.25	8.75	9.48	6.25	6.87	9.27	11.18	13.14

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.



**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Grand Rapids-Muskegon-Holland, MI, July 1998**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$15.48	\$9.31	\$16.67	\$14.13	\$14.59	\$16.88
All occupations excluding sales .....	15.48	9.45	16.95	14.06	14.69	15.72
<b>White-collar occupations</b> .....	19.24	11.71	22.38	17.29	17.95	22.88
White-collar excluding sales .....	19.78	12.34	24.32	17.59	18.61	—
Professional specialty and technical occupations .....	23.07	18.45	28.31	19.90	22.48	—
Professional specialty occupations .....	25.39	19.30	31.12	21.31	24.70	—
Technical occupations .....	17.14	17.03	17.33	17.07	17.13	—
Executive, administrative, and managerial occupations ...	26.33	—	28.13	26.25	26.33	—
Sales occupations .....	15.55	7.36	—	15.21	12.58	22.57
Administrative support including clerical occupations .....	11.89	9.40	13.71	10.99	11.26	—
<b>Blue-collar occupations</b> .....	13.30	7.47	14.38	12.36	12.75	15.12
Precision production, craft, and repair occupations .....	17.07	—	16.75	17.16	16.64	25.15
Machine operators, assemblers, and inspectors .....	12.46	7.71	14.91	11.04	12.10	14.49
Transportation and material moving occupations .....	12.27	10.63	13.82	11.67	11.78	—
Handlers, equipment cleaners, helpers, and laborers .....	10.59	6.85	—	9.50	9.59	—
<b>Service occupations</b> .....	10.18	5.99	13.55	7.67	9.07	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production

bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Grand Rapids-Muskegon-Holland, MI, July 1998**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$13.93	\$11.43	\$14.36	\$13.20	\$15.77
All occupations excluding sales .....	13.90	11.40	14.33	12.87	16.05
<b>White-collar occupations</b> .....	16.85	16.10	16.96	15.55	18.67
White-collar excluding sales .....	17.30	16.92	17.36	15.21	19.69
Professional specialty and technical occupations .....	19.65	16.62	20.10	19.34	20.62
Professional specialty occupations .....	21.21	18.08	21.75	20.18	22.96
Technical occupations .....	17.08	—	17.52	17.87	17.30
Executive, administrative, and managerial occupations ...	25.57	26.43	25.40	22.41	28.39
Sales occupations .....	14.34	11.81	14.75	16.99	—
Administrative support, including clerical occupations .....	11.00	9.79	11.17	10.07	12.84
<b>Blue-collar occupations</b> .....	12.93	11.50	13.08	12.04	14.38
Precision production, craft, and repair occupations .....	17.07	—	17.12	16.52	18.15
Machine operators, assemblers, and inspectors .....	12.33	—	12.51	10.89	14.60
Transportation and material moving occupations .....	12.11	—	11.69	10.33	13.77
Handlers, equipment cleaners, helpers, and laborers .....	9.75	9.65	9.76	8.27	10.79
<b>Service occupations</b> .....	7.66	5.72	8.93	8.19	9.74

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.